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DD/P 3-9714

56-4375

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT:

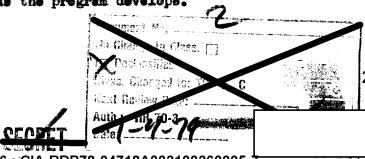
Competitive Prometion System

REFERENCE:

Memo from DD/S to DD/P-COPS, same subject, dtd 4 Dec 56

l. I agree with you that the competitive premetion system is basically sound and will prove to be a step in the right direction even though we may have problems during the early period. It is because we expected to encounter such problems that we have planned to implement the program in stages rather than to attempt to install competitive selection procedures for all grades at once.

- 2. There seems to be a misunderstanding concerning the intent of the Clandestine Services Cereer Service in implementing the competitive premotion program. Our experience in competitive selection for premotion to grade GS-15 over the past three years has been most gratifying, and we have just completed our first such selection for promotion to grade GS-14. We will extend the program to grade GS-13 very soon, and then to each lower grade as rapidly as we are able to digest our experience at each step. Our size complicates our situation as compared with other career services, and we must be prepared to meet complex procedural problems as we extend the program to each lower grade. Thus, while we hope to implement the full program within the next year, we may not be able to keep page with career services of smaller size.
- 3. Although it would be ideal if the timing of competitive selections were more or less uniform throughout the Agency, I doubt that we can accomplish this initially. It seems to me that temporary differences between the timing of consideration of operational and support personnel would not cause serious problems and would be less troublesome than such differences within the Clandestine Services Career Service or among the various Support career services. I believe that we should be able to accomplish greater uniformity as the program develops.



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	•		Chief of Ope	rations, DD/P	